

# Outraged members protest salary database



Local 1000 members take action (top and middle) at the *Sacramento Bee* last week, protesting the paper's posting of a searchable database containing state worker names tied to other personal information. CSEA President Dave Hart joins Local 1000 President Jim Hard to deliver 3,500 petitions to *Bee* management, demanding names be removed from their website. (bottom)



Outraged by threats to their privacy and personal safety, hundreds of Local 1000 members protested the *Sacramento Bee*'s decision to publish online a searchable database listing workers' names, salaries, job classifications and agency.

More than 500 members e-mailed the *Bee* and Local 1000 to complain, and more than 3,500 members signed petitions, demanding that the *Bee* remove names. Petitions were delivered to *Bee* management by Local 1000 President Jim Hard and CSEA President Dave Hart during the demonstration.

Responding to the *Bee*'s actions, one member wrote, "To whom shall I send my personal effects when the person I have a 10 year restraining order against is able to find me at my new job address and harm me? The *Sacbee* database circumvents my 'opt out' of the state phone book," – member's name withheld by request.

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***"I'm disgusted by the paper's crass commercialism and callous disregard for our members' safety."***

***- Jim Hard, Local 1000 president***

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The *Bee* was not receptive to removing names, even in cases when a worker's personal safety is at risk. "They won't guarantee the name will be removed from the database," Hard said. "I'm disgusted by the paper's crass commercialism and callous disregard for our members' safety."

Hard says Local 1000 will continue to work to improve members' privacy, including possible revision of state law. "The law needs to be brought into the 21st century," he said.

"We're in favor of greater access to information about public service, including our salaries," he said. "But publishing workers' names is of no value in shaping this or any public debate."

## What you can do

- • Contact *Bee* editor Melanie Sill, [msill@sacbee.com](mailto:msill@sacbee.com)
- • Cancel your *Bee* subscription

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Article 6 - Grievance and Arbitration

Your union contract contains hundreds of provisions designed to protect your rights. **Article 6 – Grievance and Arbitration** – defines a grievance as a dispute involving the interpretation and enforcement of the terms of the contract, and guarantees your right to fair and timely resolution.

Grievances should be discussed informally with the employee's immediate supervisor who must give a response within seven calendar days.

**Step 1:** If an informal grievance is not resolved satisfactorily, a formal grievance may be filed in writing no later than twenty-one calendar days after the event being grieved.

- Written grievances must include a description of the alleged violation, the specific act(s) causing the violation, and the specific remedy being sought.
- The department must respond in writing within twenty-one calendar days of receipt of the formal grievance

**Step 2:** If the grievant is not satisfied with the written response, a written appeal may be filed with the department within twenty-one calendar days after receipt of the written response. The department must respond in writing to the appeal, with a copy sent concurrently to Local 1000 headquarters.

**Step 3:** If the grievant is not satisfied with the decision rendered at Step 2, an appeal may be filed within 30 days to the Department of Personnel Administration (DPA). A response is due from DPA within 30 days.

**Step 4:** If the grievance is not resolved at Step 3, Local 1000 has the right to submit the grievance to arbitration. An arbitrator will be mutually selected by DPA and Local 1000.

#### How to take Action

Contact your Local 1000 steward if you feel your rights have been violated. Your steward will work with you and management to determine the best course of action. Remember – grievances must be filed within twenty-one calendar days from occurrence in order to be considered. For more information regarding **Article 6 – Grievance and Arbitration**, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org)

## Legislators fault state on lack of IT outsourcing oversight

Local 1000 representatives outlined to state legislators Wednesday how the explosion in unwarranted and potentially illegal private contracts for computer technology goes largely un-policed by the state.



**Local 1000 members and IT professionals Marie Harder (left) and Margarita Maldonado present the finding of a Local 1000 report titled *IT Contracts: Too Many, Too Much, Too Little Oversight* at a joint Assembly hearing last week.**

“The increase in our dependence on private contracts is staggering,” said Margarita Maldonado, chair of Bargaining Unit 1 and an IT professional at DOJ. “Every month we see more contractors doing work that state employees can do for half the cost.”

Maldonado cited a report released this week by Local 1000 research staff that shows the state could save up to \$100 million annually by reducing its reliance on IT contractors.

“The more we spend on contracts, the less we spend on oversight,” said Assemblymember Mike Eng, (D-Monterey Park) “If there were no SEIU ... these complaints may never have seen the light of day.”

Legislators heard testimony from state officials who could not adequately explain why the number of private information technology contracts has tripled from 1,800 in 2003-04 to 5,500 in the first eight months of fiscal 2007-08.

Eng is sponsoring proposed legislation, AB 2603, that would require state departments to report all personal service and consulting contract expenditures so that they could be compared to the cost of state employees doing the work.

To see Local 1000's report on IT outsourcing, go to [www.seiu1000.org](http://www.seiu1000.org) and click on IT Pages.

FOR MORE INFORMATION, CALL LOCAL 1000 TOLL FREE: (866) 471-SEIU (7348) or visit our website: [www.seiu1000.org](http://www.seiu1000.org)

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